

Non-Commissioned Officer Corps



NCO Corps Overview & FAQs

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About the Presenter

About SSgt Bawden:

US Army (Infantry), 1996-2004

- **82nd Airborne Division, 1997-2000**
- **10th Mountain Division, 2000-2004**
- **Attached to 10th Special Force Group & member of the Combined Joint Special Operations Task Force-North (Task Force Viking), 2003**

Civil Air Patrol, 2019-present



Shout Outs

- 1. Col David Small, outgoing SDWG Commander**
- 2. Col Nick Gengler, incoming SDWG Commander**
- 3. SMSgt Pat Dukes, ORWG Command NCO**
- 4. Capt Tyler Gross, SDWG Director of IT**



Ground Rules

- 1. Turn off your microphone.**
- 2. Questions at the end of the presentation.**
- 3. I don't know all the answers, but I know how to find them.**
- 4. Break in contact.**



Outline

- Who can become a CAP NCO?
- Why become a CAP NCO?
- Advance NCO Promotions for existing CAP Officers.
- How to process NCO initial appointments & transitions.
- How do promotions work?
- Unique Professional Development opportunities for NCOs.
- Questions & Answers.



Who can be a CAP NCO?

- CAP Senior Members who have held the US military grade of E-4 through E-9 may hold NCO grades in CAP.
- Current or former military members who held the grade of E-5 through E-9 can hold equivalent NCO grades in CAP when they initially join.
- Current or former military members who hold the grade of E-4 may be promoted to the grade of CAP SSgt after completing Level 1.
- CAPR 35-5, Chapter 6, covers initial appointments as well as subsequent promotions.



Why be a CAP NCO?

- You earned your stripes, now get them back! Choosing the NCO path in CAP acknowledges and continues your service.
- NCOs are the “backbone” of the force, carrying out the tactical and training goals of command.
- Having NCOs at the squadron-level allows cadets to see how NCOs interact with officers.
- The majority of CAP duty positions are perfectly suited for prior service NCOs and the skills they acquired through their service.



Why be a CAP NCO?

- CAP NCOs can do any job in CAP, including pilot if qualified, with the single exception of command.
- Be a part of an elite team! Former military personnel are vital assets who are proven leaders, professional trainers, managers, and planners that push to successfully complete their assigned missions.
- Others are welcome to join CAP as Senior Members and may elect to begin training for CAP officer grades.



Why be a CAP NCO?

- “CAP NCOs are the **specialty personnel**, the ‘**shortstops**’ of the **program**. They are the **go-to people for expertise** on all matters involving the tactical use and employment of CAP personnel and resources...Whether providing guidance to officers, senior members, or cadets, the CAP NCOs are a wealth of information at the **ready to ensure success of our mission**.”
 - Capt Frederick Hamilton, WAWG
- “I retired from the US Army as a First Sergeant [E-8]...You can't be an NCO in CAP unless you were a real NCO. Because of that, dealing with these cadets, that seems to **afford me a level of respect that is earned verses given**.”
 - SMSgt William J. Jackson, SCWG



Why be a CAP NCO?

- “NCOs are supervisors/technicians that squadrons can use to teach cadets leadership and skills (and young/junior officers). SNCOs are leaders using their experience to accomplish the mission. I used to tell my lieutenant and captains that **one of my responsibilities was to teach them how to take care of my troops!**”
– CMSgt Jerry Densmore, SDWG
- “In relation to cadet and cadet leadership, **NCOs have lived the role in the military.** We have experienced everything the cadets are going to experience. We are uniquely qualified to explain how the CAP rank structure looks like and feels like...We know what a reporting statement looks like. We know what drill feels like, know what it looks like.”
– CMSgt Parke Blake, SDWG



Why be a CAP NCO?

CMSgt Ramón “CZ” Colón-López, USAF

- Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff (SEAC 4)
- The most senior NCO in the United States Armed Forces
- “To our Total Force, including civilians, contractors, and their families, we are fully committed to **ensuring you have ethical examples of leaders, ensuring your readiness, being deliberate on your [professional] development, and empowering each and every one of you to achieve greatness.**” – CMSgt Colón-López

GEN Mark A. Milley, USA

- Chairman of the Joint Chiefs of Staff
- The highest-ranking senior-most military officer in the United States Armed Forces
- https://www.youtube.com/watch?time_continue=5&v=X0tPWmTEXIM&feature=emb_logo 46:20 – 48:15





Why be a CAP NCO?

- **US Armed Forces**
 - 2.1 million
 - 80% enlisted personnel (about 1.68 million)
- **Civil Air Patrol**
 - 38,210 Senior Members (as of 6 May 2020)
 - 315 NCOs or >1% of CAP
- **South Dakota Wing**
 - 324 Senior Members (as of 6 May 2020)
 - 6 NCO or about 2% of SDWG
- **Why aren't there more NCOs in CAP?**



Advanced NCO Grade for CAP Officers

| FORMER MILITARY GRADE | 18 Months | | 3 Years | | 7 Years | | 10+ Years | | TIME IN CAP | |
|-----------------------------|-----------|----------|---------|-----------|---------|----------|-----------|----------|----------------------------|--|
| | LEVEL I | LEVEL II | | LEVEL III | | LEVEL IV | | LEVEL V | PD LEVEL | |
| | 2d Lt | 1st Lt | Capt | Capt | Major | Major | Lt Col | ≥ Lt Col | CAP GRADE | |
| E-4 | SSgt | | | TSgt | | | MSgt | | NCO CONVERSION GRADE | |
| E-5 | SSgt | | TSgt | | MSgt | | SMSgt | | | |
| E-6 | TSgt | | MSgt | | | SMSgt | | | | |
| E-7 | MSgt | | SMSgt | | | | | | | |
| E-8 | SMSgt | | | | | | | | | |

- Reapproved by MG Smith on 2 Dec 2019.
- Allows for experienced, prior-enlisted CAP members to transition to the NCO Corps with advanced grade commensurate with their experience in CAP.



NCO Initial Appointments & Transitions

- Fill out a hard-copy of CAPF 2.
- Attach a copy of the member's DD-214 (discharge paperwork).
- For SSgt/TSgt, have the unit commander forward the **SIGNED** paperwork directly to Lmmeforms@capnhq.gov.
- For MSgt/SMSgt/CMSgt, forward completed paperwork through the chain to the appropriate approval authority.



Subsequent NCO Promotions

| Promotion To | PD Level Required | Time-In-Grade |
|--------------|-------------------|---------------|
| SSgt | Level I | |
| TSgt | Level II | 1 Year |
| MSgt | Level III | 2 Years |
| SMSgt | Level IV | 3 Years |
| CMSgt | Level V | 4 Years |



Staffing Authorizations for Promotions

| Promotion | Authorized | Position Held | Min. Tenure |
|-----------|-----------------|---------------|-------------|
| SSgt | No Limit | Any Position | NA |
| TSgt | No Limit | Any Position | NA |
| MSgt | *1 per SQ/FLT | SQ/FLT NCO | 2 Years |
| SMSgt | *1 per GP/WG/RG | NCO Advisor | 3 Years |
| CMSgt | *1 per WG/RG | Command NCO | 4 Years |

* Indicates the numbers of “promotable” duty positions authorized per unit, not the numbers of MSgts, SMSgts, or CMSgts that can be assigned to a squadron/group/wing/region.

Note: Members not satisfying promotion eligibility requirements may still be appointed to a vacancy; however, they will not be promoted.



Professional Development Opportunities

- CAP and USAF have approved CAP NCOs to enroll in distance learning course for Professional Development.
- TSgt and above may enroll in the **USAF Non-Commissioned Officer Academy** distance learning program (NCOA) for **credit in place of CAP's Officer Basic Course**.
- SNCOs (MSgt and above) may enroll in the **USAF Senior Non-Commissioned Academy** distance learning program for **credit in place of CAP's Region or National Staff College**.
- Previous Military Education (e.g. NCO Academies) counts towards CAP Professional Development!
- For more info, see Attachment 2, CAPR 50-17.



Non-Commissioned Officer Corps

- Questions?
- Comments?
- Confusions?
- Complaints?

- Email: shawn.bawden@sdwg.cap.gov